

JOSEPH DUFFY

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PRESENT OCCUPATION

Labor/Management Arbitrator

PROFESSIONAL AFFILIATION

National Academy of Arbitrators
Washington State Bar Association (inactive)

EDUCATION

1967 Columbia B.A.
1969 University of Washington M.P.A.
1976 Seattle University Law School J.D.

ARBITRATION EXPERIENCE

1993 - Present: Labor/Management Arbitrator and Mediator. 1995-2004: Commissioner, Washington State Public Employment Relations Commission. Appointed by the Governor to this part-time position in 1995 and reappointed in 1999 for a second term that expired in 2004. Along with two other Commissioners, heard and decided appeals from decisions of the Executive Director and the Hearing Examiners. 1996-1999: Lecturer, University of Washington School of Business Administration. Taught courses in negotiation and introduction to law to undergraduates. 1977-1992: Served as Vice-President of Employee Relations for King Broadcasting Company, a regional communications company headquartered in Seattle. The work force consisted of 1,400 employees, including fifteen bargaining units represented by a number of local unions.

INDUSTRIES

As an arbitrator, have heard and decided cases in the following industries: Broadcasting, college faculty (two and four year colleges), communications, construction, electrical utilities, fire fighting, food processing, government (city, county, federal), health care, high technology, hotel & restaurant, manufacturing, maritime, metalworking, mining, newspaper, nuclear energy, package delivery, oil refining, police, postal service, public transit, railroad, retail grocery, school districts, shipyards, telephone, truck manufacturing, trucking, warehouse.

ISSUES

Arbitrability, attendance, bargaining unit work, benefits, compensation, contract interpretation, contracting out, demotion, discipline and discharge, hazard pay, hiring practices, holiday pay, incompetence, job classification, layoff, off-duty misconduct, overtime, premium pay, scheduling, seniority, sexual harassment, vacation, work assignment. I have also decided interest arbitration cases.

PERMANENT PANELS

I serve on a number of permanent panels in the private and public sectors.

ARBITRATION ROSTER(S)

American Arbitration Association; Federal Mediation and Conciliation Service; Oregon Employment Relations Board; Washington Public Employment Relations Commission

PUBLISHED CASES

See www.duffyadr.com

SIGNIFICANT PUBLICATIONS

None

PER DIEM FEE

\$1,600 per day for hearings and study time plus reasonable travel expenses.

DOCKET FEE

None

CANCEL FEE

\$1,600 per scheduled day cancelled with less than 30 days notice.

GRIEVANCE ARBITRATION

\$1,600 per day for hearings and study time plus reasonable travel expenses

CANCELLATION POLICY

\$1,600 per scheduled day if cancelled with less than 30 days notice prior to the first day.

INT ARBT, FACT FND & LABOR MED

Same as grievance arbitration.

TRAVEL TIME

Only if a full day is required.

EXPENSES

Reasonable travel expenses including hotel, air fare and rental car.